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PR Newswire
Dec 7, 1999

Advantage Hiring Tools Target Internet Recruiters; Online Screening and Interviewing Applications Cater to Electronic J b Boards.

PITTSBURGH, Dec. 7 /PRNewswire/ -- Advantage Hiring, Inc. (AHI) announced plans to launch online job candidate screening and interviewing tools designed specifically for Internet employment sites. Advantage Hiring will allow job boards, who recruit employees via the Internet, to provide private labeled versions of AHI's applications from their own web sites. The applications will enable the Internet providers to provide their customers with new services that will strengthen the screening process and result in improved hiring decisions.

"The Internet has revolutionized the hiring process," said Pat Hauenstein, AHI president. "A resume filled with the right `buzzwords' can easily pass through an initial screening. Our applications are tools designed to provide a more targeted screening process and reduce the amount of time that hiring managers spend interviewing candidates who are not well-suited for a particular position."

AHI's screening tools will be available to job boards, recruiting services and professional employment managers on a subscription basis early next year. In addition to screening for skills and organizational fit, the AHI applications will allow decision-makers to generate focused, customized interview guides for each position.

"Poor hiring decisions are costly and time-consuming," said Hauenstein. "AHI applications and knowledge-base afford companies the advantage of selection expertise without the overhead expense of retaining outside consultants."

Advantage Hiring, Inc., (AHI) is a web-based company providing comprehensive employment selection tools information and applications that enable hiring managers to improve the quality of their hiring decisions. The company's web site is at www.advantagehiring.com. Advantage Hiring, headquartered in Pittsburgh, Pennsylvania, is a privately held company affiliated with Development Dimensions International, Inc., a global selection and

assessment firm.

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Business Wire
June 8, 1999

**SkillSet Announces General Availability of Employment
Exchange 2.0; Web Technology Provides Next Generation of
Enterprise Workforce Management.**

PLEASANTON, Calif.--(BUSINESS WIRE)--June 8, 1999--

SkillSet Software Inc., the leading provider of HR enterprise
workforce management applications, today announced that its
newest flagship product, Employment Exchange 2.0, will be generally
available later this month.

Designed specifically to leverage the power of the Internet,
Employment Exchange is an enterprise workforce management
application that links a corporation's recruiting staff, hiring
managers, employees, applicants and partners. This collaborative
recruiting system will help organizations gain a competitive edge by
helping hire, deploy and retain the best possible candidates while
lowering costs and time-to-hire.

Randy Simmons, president and CEO of SkillSet Software stated, "I
am pleased to announce the general availability of Employment
Exchange 2.0, which represents a giant step forward in the
functionality, reliability and performance organizations can expect
from a Web-based enterprise workforce management solution.
Discerning users no longer must compromise feature, function or
value in a Web-based world."

SkillSet's Desktop Recruiter Suite has been traditionally limited to
those organizations that used a Lotus Notes and Domino
infrastructure. "This represents the completion of a two-year effort
to migrate SkillSet's award-winning client/server technology entirely
to the Web. With this exciting new product, we are able to deliver
the same high quality and functional solution to organizations
desirous of a thin-client, web-based IT infrastructure," said
Simmons.

Employment Exchange delivers significant technological and
functional enhancements, including innovative roles-based security,
a team-focused design, advanced search functionality and extensive
use of "wizards" and other ease-of-use features. With its simple,

graphical user interface and integration with a familiar Web browser, Employment Exchange is easy-to-learn and easy-to-deploy and increases user productivity throughout the organization.

Employment Exchange: It's About Choice

Employment Exchange continues SkillSet's tradition of providing powerful, effective options to its clients. Employment Exchange is an integrated set of solutions that can be adapted to meet the current and future business needs of today's leading organizations. Employment Exchange is scalable and will fit the human resources requirements of a single site as well as those of a complex global enterprise. Because the system is flexible, HR professionals can select the component modules that best serve the needs of their operation. Employment Exchange provides four add-on modules designed to integrate optional workflow and information throughout the hiring process: -0-

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--   Internal Job Posting Module allows companies to keep track of
     current job openings and allows existing employees to submit
     online applications and referrals.
--   External Job Posting Module extends the global Internet
     marketplace to a company's recruitment process by seamlessly
     publishing and receiving candidate applications and resumes
     online.
--   Pre-employment Screening Module eliminates time and distance
     barriers with customized interactive, voice-response-based
     telephone programs that assist companies with the initial
     screening of applicants.
--   Resume Center Module provides rapid, low-cost population of
     Employment Exchange by scanning paper, faxed or e-mailed resumes
     and automatically flowing them into the system. Alternatively, a
     company can outsource the scanning of a large number of resumes
     to save time and money.
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About SkillSet Software

Founded in 1993, SkillSet is the leading provider of enterprise workforce management solutions, providing end-to-end collaborative recruitment. SkillSet's award-winning products offer Intranet and client-server technology coupled with built-in workflow functionality. By allowing HR professionals, line managers, employees and applicants to collaborate and communicate, SkillSet's highly scalable solutions enable organizations to efficiently recruit across their enterprise and support rapid growth. HR achieves dramatic cost savings, an accelerated hiring timeline and the ability to assume a far more strategic business role. SkillSet's industry-leading customers include General Motors, Bank One, Chase Manhattan Bank, Ernst and Young LLP, Texaco, Gap Inc., Cadence Design Systems, CUNA Mutual Group, and Nationwide Insurance. For more information about SkillSet, readers can call (925) 201-7200 or visit SkillSet via the Web at www.skillset.com

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PR Newswire
April 29, 1999

TekMetrics Helps EDS Select Top Sales Talent Online.

TYSONS CORNER, Va., April 29 /PRNewswire/ -- TekMetrics, Inc., the e-Certification company(TM), is helping EDS recruit top performing sales professionals by using TekMetrics web-based employment assessment tool, 1-2-3Assess(TM).

"EDS' top sales performers account for over 80 percent of our new sales. In a dynamically competitive marketplace, we cannot afford to make hiring mistakes," said EDS Vice President of Corporate Sales Leadership Brendan Keegan. "By using TekMetrics e-Certification (TM) tools, we're addressing this issue with a more complete and selective approach to locating, attracting, and assessing professionals who can deliver results at the competency level of our highest performers." The TekMetrics tool determines the fit between the candidate and the EDS sales environment, and is used in conjunction with traditional processes, including industry screening, behavioral interviews, and reference checks.

CEO Bill Engelson of The Leadership Edge, a Virginia-based human capital and executive consulting firm, believes this approach takes advantage of some of the latest thinking in performance planning. "We're seeing a rise in the use of assessments to help ensure a good job-fit and this approach takes it one step further by delivering the entire process over the web. Managers at all levels can see the available talent at each step in the hiring or development process."

Others competing for the EDS contract included The Gallup Organization.

TekMetrics (www.tekmetrics.com) is the world's leading provider of online certification exams and high-quality skills tests on the Internet. Receiving over 50,000 e-Certification orders since Christmas '98, and now up to 1200 per day, TekMetrics e-Certifications are the most sought after technical certifications in the world. TekMetrics certifications and employment assessments are recognized by major corporations, and e-Certified professionals are applying their skills in more than 65 countries worldwide.

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